



## **OJD/D&I JUDICIAL MENTORSHIP PROGRAM 2023 - 2024**

### **Program Summary:**

The Oregon State Bar Diversity & Inclusion (D&I) Department administers a yearly Judicial Mentorship Program in collaboration with the Oregon Judicial Department (OJD). The program is open to law students who: 1) can contribute to the bar's historically or currently underrepresented membership; 2) have experienced economic, social, or other barriers; 3) have experienced discrimination or oppression; 4) have a demonstrated commitment to increase access to justice or can otherwise demonstrate a commitment to advancing the D&I Department's mission. Accordingly, while ethnic minority students are specifically encouraged to apply, the Judicial Mentorship Program is open to all students who can further the mission of the D&I Department.

### **Objectives:**

- To assist diverse law students succeed in the study and practice of law in Oregon.
- To assist diverse law students build connections with the Oregon legal community.
- To increase awareness of the value of inclusion and equity in the legal profession.
- To facilitate access to justice for underrepresented communities by increasing the diversity of the Oregon bench and bar to reflect the diversity of the clients and communities they serve.

### **Program Details:**

Mentor judges are recruited once a year in partnership with the Oregon Judicial Department. Those judges willing to serve as mentors provide the D&I Department with information about their current judicial assignments, the areas of practice they had as lawyers, and any other relevant information that will assist staff in matching the judge with an appropriate student to mentor. Students applying to be mentees provide D&I staff with corresponding information regarding their areas of interest in the law, professional skills they wish to develop, and other valuable information for matching, including characteristics that would help them relate to a mentor.



D&I and OJD will match students and mentors based upon the information provided by both the judge and the student. Staff will try, to the extent possible, to pair judges and students who are in the same geographical area. D&I and OJD will strive to match as many students as possible with judicial mentors, but depending on the number of available judges, it may not be possible to match all student applicants with mentors. If that is the case, students will be selected based on the strength of their application, with consideration given to the D&I Department's mission and the goal of creating the best possible mentor/mentee matches.

Once a student is paired with a judge, D&I staff will assist with initial introductions between the two. The judge and student will each be provided training materials about the program objectives and expectations and how to maximize the benefit of the mentor/mentee relationship.

The formal mentorship program commitment is for one year, but the student and judge may, of course, choose to maintain contact after that.

**2023 - 2024 Judicial Mentorship Program student applications may be submitted for consideration through October 27, 2023.** <https://www.surveymonkey.com/r/SZJ5LM8>  
It is anticipated that student participants will be selected and matched with judges by mid to end-November.

Questions may be directed to Suraya Barbee, Oregon State Bar Diversity and Inclusion Coordinator at [sbarbee@osbar.org](mailto:sbarbee@osbar.org).